

## **Executive Session & Study Session (Tuesday, January 26, 2016)**

*Generated by Shelley R Shelton on Tuesday, January 26, 2016*

### **Members present**

Julie Rash, McKay Jensen, Jim Pettersson, Marsha Judkins, Michelle Kaufusi, Shannon Poulsen, Taz Murray

### **Staff members present**

Keith Rittel, Superintendent; Gary Wilson, Asst. Superintendent; Jason Cox, Exec. Director of Human Resources; Gary Wall, Teaching & Learning; Shelley Shelton, Exec. Assistant

### **Meeting called to order at 7:31 AM**

## **A. 7:30 - 8:15 Closed Executive Session for the purpose of discussing real estate. Utah**

### **Code 52.4.205**

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## **B. 8:15 - 9:00 Study Session**

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### **1. Welcome: Pres. Julie Rash**

### **2. Roll Call**

#### **Staff members present**

Caleb Price, Communications & PR Specialist; Alex Judd, Exec. Director of Elementary Education; Mark Wheeler, Facilities Director

#### **Guests**

David Walter, Provo City Redevelopment Agency; Barbara Christiansen, *Daily Herald*

### **3. CDA/RDA Update - David Walter, Provo City RDA**

David Walter from Provo City RDA reviewed the status of the current CDAs. Talking points included:

- Provo City and Duncan Aviation are waiting for the state of Utah to say what the incentive package would look like. Once the determination has been made, Duncan will let the City know. The City had come back to the board to restructure the CDA. The City needs \$3.5M to meet a matching federal grant to build a concrete apron for Duncan through CDA bonds. The district had agreed to help the City reach the \$3.5M and the City will add language that caps the district's participation at \$3.5M, not to exceed 15 years.
- Downtown: The City has reached an agreement with the state court system and developer for the Eastern Buffet location, stating they are going to swap the property. The courts will build a new facility on that block with a previously adopted CDA. The existing court house will remain on site. There will also be a hotel and parking structure.
- Because of the status of the retail components, the City is not moving forward on the other two blocks: RC Willey site and north. They are moving forward on the two-block swap, possibly giving the developer the option of the remainder of the property. Still asking the district to participate in a new CDA for that area and relinquishing the old

CDA, which never got started. The City at this point doesn't have a firm commitment for the retail component of the deal. They're asking the district for CDA participation for the three blocks to move forward in the future. The City could structure a graduated CDA as an incentive for developers. The Hotel is asking for the CDA. Courts want to have groundbreaking in Mar/April followed by a 30-month construction timeline. They'll maintain parking at the current site; they'll continue to function as a court building until the new building is completed. The City will have parking available for hotel staging and the convention center.

- The hotel is scheduled to open on Dec. 31, 2018.
- Smith's is doing a demographic analysis, looking at other possible sites.
- The two projects will be separated with different inter-local agreements.
- Summary: The City is coming to the board for a CDA to help with an eventual parking structure for hotel. They're asking the board to consider eliminating first the CDA, structure the new CDA for three blocks with phase 1 and phase 2. That would allow the City to move forward with a revenue stream to get started on the parking structure. David will work up some numbers for board review.
- Keep the dialog open between the City and the district so everyone's on the same page.

#### **4. 3214 P2 Non-Discrimination: Racism Discussion: Asst. Supt. Gary Wilson**

Assistant Superintendent Gary Wilson reviewed the background of the procedure as follows:

- The district has a non-discrimination policy, required by law, that was approved two months ago. The policy is necessary as far as things needing to be posted around schools stating we don't discriminate. Notices can be seen on the bottom of flyers that go home and on the website. We are now compliant with the law in that area.
- Procedures outline how the school district runs and operates based on what the policies require.
- Council has approved the non-discrimination procedures; they're ready to be posted following board approval. It gives us a lot of direction in what we do in case someone feels they have been discriminated against. It gives complainants a very clear process, how it's used and how they can move forward by working with either the Human Resources Department or the building principal for a student-related issue, etc.
- The aggressive anti-bullying campaign that started two years ago has been very successful. A clear message was sent that the district was not going to tolerate or allow to be part of the process of how anyone within the school district interacts. The number of kids coming to screenings two years ago for bullying was significant. Over the past 18 months we've had none. Not that bullying isn't happening, but it gets resolved at the local level by building principals. Incidents don't rise to the district level where significant discipline would occur.
- As a group we took on issue of pornography last year due to a number of students coming to screenings for pornography related incidents. We haven't had a single student at screening so far this year for pornography issues. Again, the message has been sent that this is something the district won't allow; it hurts kids' ability to learn in a clear way.
- Along with the discrimination policy, we're looking at a second procedure, 3214 P2 Non-Discrimination: Race, Color and National Origin. The district has had issues flare up from time to time. Having clear guidance for kids and staff to resolve those issues would allow incidents to be resolved at the building level rather than the district level.
- The procedure has been carefully crafted over a period of months by Mr. Wilson and district attorneys. It would be very difficult to find a procedure like this any where else in the country. This gives us the power to send the powerful message of non tolerance of any form of racial discrimination.
- Board members will submit feedback for changes to Mr. Wilson, who will review

substantive changes with legal counsel.

- It was recommended the board use the policy and procedure as the basis of the focus for training for staff, students and parents next year. Social workers are putting training together for both secondary and elementary levels. Board members could receive training in the fall; principals will receive training during the August administrative meetings. Training will include steps to correctly report an incident.
- The 3214 procedure related to sexual discrimination/harassment of gender identity, etc. will remain separate.
- Member Michelle Kaufusi apprised board members of "Conversations on Race", an event for women hosted by the Citizens Advisory of Provo to be held Feb. 10 at 6:00 p.m. in the Provo Rec Center Senior Center. Board members were asked to let PTA presidents know so they can share the information with their school staff and patrons. Michelle will send information to board members.

## **5. Board Evaluation Tool: Julie**

The Utah School Boards Assoc. (USBA) has developed a board evaluation tool and are moving toward superintendent evaluation tool. President Julie Rash has been working with Richard Stowell, Executive Director of USBA on Provo's board evaluation tool, which will be an anonymous online survey format. Julie also wants to have senior administrators complete the board evaluation. Each of the 40 or so questions will receive a rating of 1-5. JoDee Sundberg and Richard will come to the February 26 retreat to discuss with board members. Julie wants to have it sent to the board next Tuesday.

## **6. Discussion of Rep. Thurston's Bill**

Rep. Norm Thurston (Provo) expressed concern in an email to Julie that his bill, HB94, which evolved from a discussion with the board last year, did not receive support from USBA. He was hoping that lacking USBA support, he could count on local support. Julie responded that she would have a brief conversation with the board during the study session.

Business Administrator Stefanie Bryant shared Patti Harrington's comments in a legislative summary she sent. In essence, USBA is opposing it because they feel the current fund restrictions are enabling the state to provide good education with good results. They don't want to change it.

Keith: One of the challenges for superintendents is making sure they're all aligned behind the defined priorities. Rep. Thurston's bill did not make the list of priorities even though we think it has merit. It puts superintendents and boards in an awkward position of deciding whether to support the bill and go against the position of the USBA. Keith let Rep. Thurston know he's supportive.

Julie: Individual board members may call him to offer support. Stefanie will touch base with other business administrators who regularly attend the Joint Legislative Committee meetings and try to determine why the JLC isn't supportive since it's optional and districts would apply. Julie and Stefanie will work on a response to Norm.

## **C. Adjourn**

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1. Motion to Adjourn

I move we adjourn the study session and go into executive session for the purpose of discussing personnel.

Motion by Shannon Poulsen, second by Marsha Judkins.

Final Resolution: Motion Carries

Aye: Julie Rash, McKay Jensen, Jim Pettersson, Marsha Judkins, Michelle Kaufusi, Shannon Poulsen, Taz Murray

The study session was adjourned at 8:27 a.m.